



## Equality Talks Podcast - Transcript

### Episode 11: That's a Wrap on Season One!

Thank you so much for joining us for Season One of Equality Talks.

We've had a great time bringing you amazing guests and exciting conversations about how to really advance women in the workplace. We brought you stories about what it really takes to succeed, what people are doing to drive equality and what can still be done. We've had fascinating conversations covering career journeys balancing careers with families, managing your mental health, and really shifting the dial on diversity and inclusion.

Our high-calibre guests this season started with Gemma Lloyd and Valeria Ignatieva who are the co-founders and CEOs of WORK180, who are changing the working world. WORK180's mission is to empower every woman to choose a workplace where they can thrive, and I joined their mission because I think they are walking the talk and changing the world, impacting multiple industries and really co-creating market-leading best practice policies and Diversity and Inclusion initiatives.

During the season we've talked with Samantha Reynolds, who has taken more than one year-long sabbatical, considering becoming a chocolatier at one stage before returning to her career in technology. She discussed maintaining boundaries, declaring email bankruptcy and deleting every email in her inbox, and reclaiming your time to create a life that means something to you. Ife Akintoye became a single mother while she was still studying at university and she talks about the amazing joy and strength that she gets from having a daughter, and the bravery and resilience she's shown in the face of all the difficulty you can imagine that brought with it, being a really young mum while she was trying to build a career. One of the things she said during her interview was, "sometimes you have to really step out of your comfort zone to achieve something better". She did exactly that, and is thriving and continues to build her confidence through action.

Tracy Edwards talked about leadership targets for women, and her own experience of being promoted to a senior leadership position as what she calls a quota number, and she was 'in the room' so to speak, without actually being included or valued. This was a really fascinating and slightly enraging story so I really encourage you to listen to that.

We discussed understanding your strengths and the value of taking risks with Kate Hobbs, and the very fact that a career path isn't linear. Sometimes changes might feel like they're taking you in the wrong direction, but then loop around and take you back exactly where you wanted to be in the first place.

One of her encouraging quotes was, "sometimes it's about being willing to jump and just build a parachute on the way down". so if you're looking for some inspiration and how to take risks and then please have listen to episode five.

Michelle Ayyuce from Zipwire, works with women who have taken an extended career break, usually to care for small children, and now want to re-enter the workforce. She gave really practical advice and tips on what you can do to build confidence, grow your network, and access opportunities. She also discussed that there's this whole invisible part of our potential workforce, of people who have been on a career break and picked up all these new skills while they've been away, and are now trying to build their career back up.

Renee Noble from the Girls Programming Network talked about women in STEM and the way the Girls Programming Network helps put girls and women on the front foot going into STEM roles and really combat some of the unconscious biases that we see in decision making, particularly in STEM industries.

We had a really practical session with Kate Harrison on identifying your values and 6 steps you can take to make sure that you're living in alignment with those values. It's a really practical helpful conversation.

One of my favourite episodes from the Season was my conversation with Kirsten Casey from Eyeo about remote working, enabling different modes of engagement so that everybody can get involved, and this fascinating story about a two day conference she held for 200 people, using what she called Open Space conference design where they actually designed the agenda during the session with over 200 people being able to participate. It's a really fascinating look at the things that we can do when people are really innovative and looking beyond to the way things are normally done.

The final episode from Season 1 was with Vivian Partridge, where she talks a lot about parenting, the impact that can have on your confidence and career, looking after yourself when there are a lot of demands, and how to secure flexibility. We also discussed the idea of wage theft. Very often it shows up as parents – mainly women - working part time, so maybe they work four days a week and they're paid four days a week, but they are given a full time workload. Vivienne pointed out how often this happens in corporate roles even to people who don't have children, as you may be paid for a full-time workload but be doing 60 hours a week and expected to travel regularly without being paid any sort of overtime.

So we've had 10, amazing, fascinating, insightful, helpful conversations and have loved bringing you Season One of Equality Talks.

Season Two is in production now, and we have some more amazing people that we're talking to this next season.

We're going to be kicking off season two talking to Naomi Simpson of Red Balloon and Shark Tank fame. She was inspiring, impressive, so down to earth and really kind, and it was just a wonderful conversation so I really hope you listen to us to that episode.

We also spoke to Fiona Vines from BHP who are really leader in the in the inclusion and diversity industry. BHP are doing really market-leading work which is shifting the entire industry as their competitors strive to keep up, and Fiona is a veteran with a huge amount of knowledge to share.

We will be sharing conversations about mental health at work, support for miscarriage and stillbirth, succeeding in non-traditional industries, and sharing stories from ground-breaking women.

We can't wait for you to join us for Season Two, kicking off with Naomi Simpson.

If you've enjoyed Season One please jump over to iTunes or wherever you listen to your podcasts and give us a review, and make sure you share it with your friends!

If you know of a woman that you would love to hear featured on Equality Talks please reach out to us, so that we can invite them to come on our show. We want this to be inspiring and helpful and entertaining and to support WORK180's mission to empower every woman to choose a workplace where they can thrive.

See you next season.